

Diversity Council

2019-2020 Annual Report

The Diversity Council members for 2019-2020 consisted of:

Joseph Orosco '22 Chair	School of History, Philosophy and Religion (Philosophy)
Heather Garcia '20	Ecampus
Kreg Lindberg '20	OSU-Cascades
Laurie Bridges '21	OSU Libraries
Amy Davila Klautzsch '21	TRiO Student Support Services
Dee Denver '21	Integrative Biology
Vanessa Petroj '22	College of Education
Bonny Ray '22	Human Resources

Ex-Officio Members:

Caryn Stoess	Difference, Power, Discrimination
Charlene Alexander	Office of Institutional Diversity

Executive Committee Liaison – Jane Waite

The Council was not convened during the Fall term of 2019. In January 2020, Faculty Senate President Dwaine Plaza asked Joseph Orosco to chair the committee and convene it with a new charge.

On February 24, 2020, the Council met for the first time with President Plaza to begin work, in conjunction with the Promotion and Tenure Committee, on revising language for faculty tenure and promotion dealing with diversity, equity and inclusion issues. The goal was to review the language in guidelines at OSU peer institutions and determine how OSU could better recognize the work that faculty do around these issues, and to incentivize units to develop ways for faculty to better integrate diversity, equity, and inclusion issues into teaching, research and service. Members were assigned to study different higher education institutions around the country for best practices. The goal was to meet the next month to compare information, and then meet with the Promotion and Tenure Committee to finalize proposals that would be presented at the June meeting of the Faculty Senate.

Unfortunately, this work was interrupted by the COVID-19 pandemic, the rapid move to remote teaching and prohibition on face-to-face meetings in March 2020. Faculty and staff were tasked with the unprecedented labor of moving the operations of the university online. Communication with the Faculty Senate Office, between members of the Council and with the Promotion and Tenure Committee became difficult to establish, and the work of the Council effectively halted by April 2020.

Hopefully, the Council can reconvene early in Fall 2020 to reassess its charge for the next year, and to respond to the myriad demands for improved institutional responses to anti-Black racism and police violence that students and community members have raised in reaction to the historic protests that swept the nation in the Spring of 2020.

Report Prepared by Joseph Orosco August 25, 2020.